



Boston Human Rights Commission
Boston Police Department
Project Report

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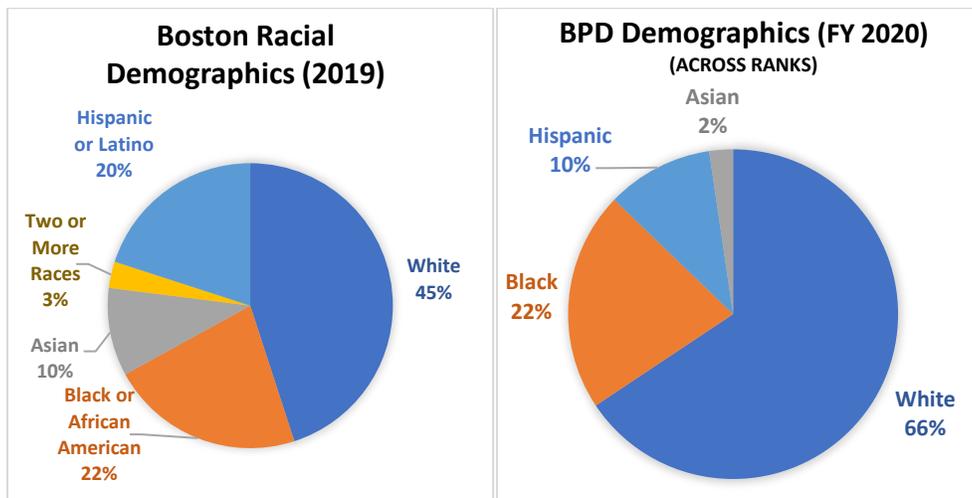
Overview of Memo

This memo reports on the racial and gender demographics of the Boston Police Department (BPD) sworn officers and the cadet program. It also reports on the earnings and overtime of officers, the recruitment process of the BPD, and legal challenges to their hiring, promotion, and termination practices.

Area of Focus #1: BPD Racial Demographics

Hispanic and Asian sworn officers are underrepresented compared to the demographics of the city of Boston. 2% of the BPD sworn officers identify as Asian, while the city's Asian population is 10%, according to 2019 census estimation. 20% of Bostonians identify as Hispanic or Latino, while 10% of sworn officers identify as Hispanic. Black officers are demographically representative of Boston's Black population, while White officers are overrepresented in the police force.

Figure 1: City of Boston and BPD Racial Demographics Comparison



Data Sources: [2019 Census Data](#) and [May 21, 2020, Boston City Council BPD Information Request](#)

Area of Focus #2: BPD Gender Demographics

Female Sworn Officers make up approximately 13% of the force and are concentrated at low ranks, with 72% of all females at the rank of Patrol Officer. As of May 21, 2020, there were no female captains.

Figure 2: BPD Gender Demographics (FY 2020)

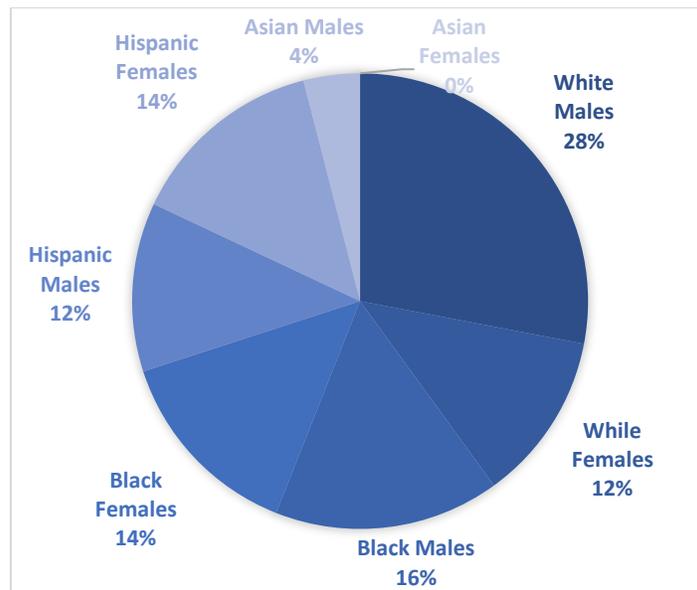


Data Sources: [May 21, 2020, Boston City Council BPD Information Request](#)

Area of Focus #3: BPD Cadet Program

The demographics of the cadet class presented on May 21, 2020, are more representative of Boston demographics than the police force. Figure 3 shows the demographics of a pool of 50 cadets. Asian cadets are underrepresented, with no Asian females participating in the 2020 cadet class. According to the May 21, 2020, [Boston City Council BPD Information Request](#), 21 cadets became police officers in 2018. In 2019, 6 cadets became police officers. In 2020, 9 cadets were in the recruitment process to become police officers.

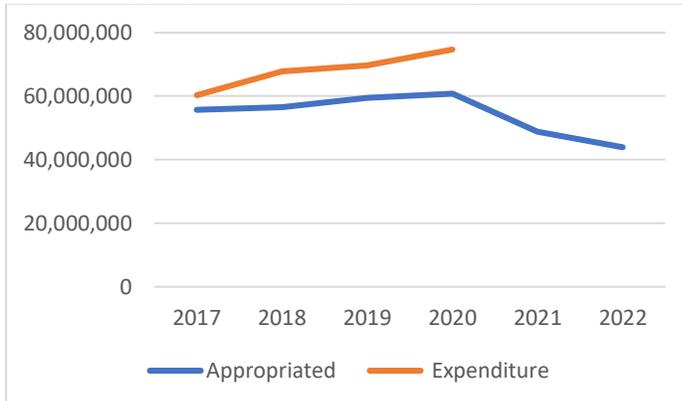
Figure 3: BPD Cadet Program Gender and Racial Demographics (FY 2020)



Data Sources: [May 21, 2020 Boston City Council BPD Information Request](#)

Area of Focus #4: BPD Salary and Overtime Budget

Figure 4: Appropriated vs. Expenditures for BPD Overtime (by FY)



Data Sources: [City of Boston Fiscal year Budget](#)

Although the budgeted figures for the BPD overtime are decreasing, the actual money spent on overtime is increasing. FY 2021 is yet to be public.

For the calendar year 2020, the BPD spent \$78,057,696.23 on overtime, despite the overtime budget being cut substantially from 2020-2022. Table 1 displays overtime spent by rank in CY2020.

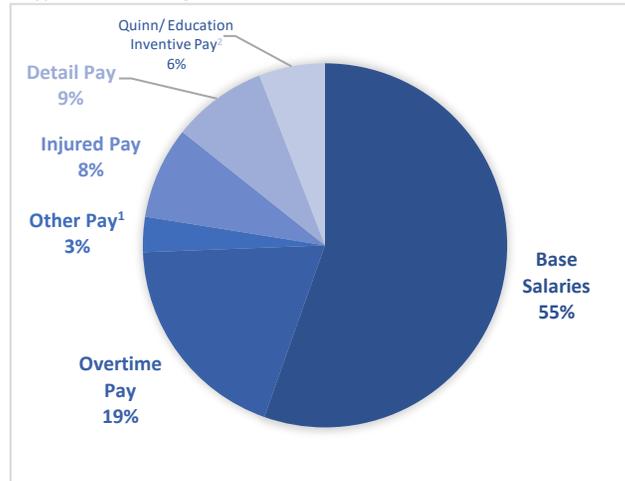
Table 1: Overtime Spent by Rank in CY2020

Rank	CY20 Overtime
Superintendent	0
Deputy Superintendent	0
Captain	1,310,263.17
Captain Detective	261,273.34
Lieutenant	2,777,386.22
Lieutenant Detective	1,488,811.59
Sergeant	7,315,636.58
Sergeant Detective	6,821,267.67
Detective	12,502,502.13
Patrol Officers	41,760,786.26
Non-Sworn Officer Roles	3,819,769.27
Total	78,057,696.23

Data Sources for table and figure: City of Boston [Earnings Report](#)

Figure 4 shows the breakdown of police officer earnings, of which 45% is paid in addition to the officer's base salary.

Figure 4: The following is the breakdown of the police officer earnings in CY2020 (Total: \$219,90,8166.30)



¹“Other” pay could include grievances, settlements, bonuses, etc.

²The Quinn Bill is a [police career incentive pay program](#).

Area of Focus #5: BPD Hiring, Recruitment, and Civil Service Practices

1) [Police examination process:](#)

Must pass the *Civil Service* exam. The following are eligibility requirements for the written exam: have a valid Massachusetts Driver's license, be at least 19 years of age and no more than 39 years of age on the examination date (can sit for the exam at 19 but won't be considered for the position until 21; need to have a high school diploma or a GED certificate. Candidates can also satisfy this requirement with three years of military service and an honorable discharge. Must be a Boston resident, lived in the city at least one year before the exam date. **The process relies on the civil service system and gives a clear preference for military service.**

2) [Police hiring process:](#)

Upon completing the Civil Service exam, candidates can apply during the open hiring period "Conditional" status is given if the application is found to be satisfactory. The candidate must complete the Physical Abilities Test (PAT) (State-administered exam). Compete Recruit Academy (ROC) Entry-Level Fitness Standards test (municipally administered exam). Upon satisfactory completion of the exams, a final offer and academy invitation is sent. **The multi-layer exam process and the reliance on the civil service system can disproportion screen out female and minority recruits. The current anti-police rhetoric also contributes to the difficulty of recruiting a diversified police force, as discussed by the Harris County Policy Department.**

3) [Leaving the Civil Service System:](#) It appears that the [Town of Wellesley](#) was the first municipality to leave the civil service system in a vote on April 5, 2010. After analyzing townhall meeting presentations and notes from across municipalities that have left or are debating leaving the civil service system (such as [Norwood](#), [Worcester](#), and [North Reading](#)), the following emerges as the primary reasons for the decision:

- i) Greater flexibility in recruitment practices.
- ii) A larger pool of candidates to recruit from.
- iii) More racial and gender diversity within the recruitment pool.
- iv) More representative policing through community hiring.

Table 2: Municipalities that have left the civil service system.

Acton	North Attleboro
Adams	North Reading
Burlington	Norwood
Easthampton	Orange
Framingham	Plainville
Franklin	Provincetown
Grafton	Reading
Hudson	Rockport
Lee	Sharon
Lexington	Sudbury
Manchester-by-the Sea	Uxbridge
Mansfield	Walpole

Marlborough	Wayland
Maynard	Webster
Milford	Wellesley
Millis	Westwood
North Adams	Williamstown

Area of Focus #5: Legal Challenges to the BPD Hiring, Promotion, and Termination Practices

Many of the legal challenges were due to 1) denied access to records, which was also a concern of the [Police Task Force](#), and 2) the recruitment and discipline practices regarding minority or female officers.

